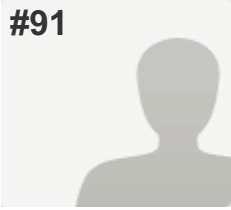


#91

**COMPLETE****Collector:** Web Link 1 (Web Link)**Started:** Thursday, June 30, 2016 12:55:18 PM**Last Modified:** Thursday, June 30, 2016 1:05:56 PM**Time Spent:** 00:10:37**IP Address:** 192.119.207.34

## PAGE 2

<b>Q1: Name of School District:</b>	Red Oak Community Schools
<b>Q2: Name of Superintendent</b>	Tom Messinger
<b>Q3: Person Completing this Report</b>	Gayle Allensworth

## PAGE 3

**Q4: 1a. Local TLC Goal**

To attract and increase retention of effective teachers.

**Q5: 1b. To what extent has this goal been met?**

(no label)

Somewhat Met

**Q6: 1c. Description of Results Including Short and Long-Term Measures (limited to 3000 characters)**

The goal was somewhat met. The TLC positions that were created allowed for effective and experienced teachers to stay in in our district as leaders. We did, however have a high rate of turn over with staff newly hired in the 2015-16 school year.

**Q7: 2a. Local TLC Goal**

To improve systematization and integration of district wide work through increased collaboration

**Q8: 2b. To what extent has this goal been met?**

(no label)

Somewhat Met

**Q9: 2c. Description of Results Including Short and Long-Term Measures (limited to 3000 characters)**

This goal was somewhat met as well. The data that would support this includes the implementation of district-wide learning guides posted daily outside of classrooms, the completion of district-wide Student Centered Coaching Model Year 1 Cohort with the AEA, continuing to send teaching staff (over 25 members) to the Professional Learning Communities at Work Institute and most importantly moving/revising our TLC model to one that included more clear descriptions of instructional coaches and building lead teachers.

**Q10: 3a. Local TLC Goal**

To create more opportunities for teachers to learn and lead through differentiated roles and fitting compensation

**Q11: 3b. To what extent has this goal been met?**

(no label)

Fully Met

**Q12: 3c. Description of Results Including Short and Long-Term Measures (limited to 3000 characters)**

This goal was fully met through implementation and then revision of the teacher leadership grant. There have been several differentiated roles within the initiative. The TLC staff worked closely this year with the administration to modify the role descriptions to better meet needs of teachers (i.e. moving from 1/2 time coaches to full time coaches)

**Q13: 4a. Local TLC Goal**

Improve student achievement

**Q14: 4b. To what extent has this goal been met?**

(no label)

Somewhat Met

**Q15: 4c. Description of Results Including Short and Long-Term Measures (limited to 3000 characters)**

This goal was somewhat met in that our district has begun work to create a k-12 instructional vision that is clear to all stakeholders including students. This work has included the creation and implementation of a common learning guide format Pk-12 and also research by the instructional coaches to develop a clear instructional framework that includes effective instructional strategies that have high leverage on achievement. This work has been guided through Diane Sweeney. More work will be done in the upcoming year with the coaches related to assisting teachers in planning for effective instruction and data analysis.

Additionally the TLC math leads lead the district in the research, review and selection of a new math curriculum K-12 grade to be implemented in the Fall of 2016.

**PAGE 4: Put any goals you wish to report on, but do not directly align with state TLC goals, on this page.**

**Q16: 5a. Local TLC Goal**

*Respondent skipped this question*

**Q17: 5b. To what extent has this goal been met?**

*Respondent skipped this question*

**Q18: 5c. Description of Results Including Short and Long-Term Measures (limited to 3000 characters)**

*Respondent skipped this question*

**Q19: 6a. Local TLC Goal**

*Respondent skipped this question*

**Q20: 6b. To what extent has this goal been met?**

*Respondent skipped this question*

**Q21: 6c. Description of Results Including Short and Long-Term Measures (limited to 3000 characters)**

*Respondent skipped this question*

**PAGE 5**

**Q22: 7. Based on the results of your data analysis, what adjustments might you consider TLC implementation. (Please note this is not an official plan change). If you would like more information on how to submit an official plan change please use this link or contact Becky Slater.**

Our district submitted plan changes based on the work and feedback that administration and current TLC members gave regarding the overall effectiveness from this year.

**Q23: 8. Please share anecdotal evidence/stories that demonstrate how the implementation of TLC has impacted your district.**

This year we had a new superintendent who had previously been part of TLC implementation in another district. This gave the district two perspectives and models to reflect upon. Additionally, the instructional coaches attended SCC coaching training with a cohort of two other districts. Early on in the academic year, the coaches shared the concerns of having .5 release time for coaching and the difficulty balancing a .5 teaching assignment along with the coaching role. The team began to work on modifications to the current plan, and feels that the new roles and assignments created will allow the district to better meet all of the goals within the program next year.

**Q24: Please check each of the following boxes, indicating your agreement to continue to meet these requirements:**

Minimum Salary – The school district will have a minimum salary of \$33,500 for all full-time teachers.

Selection Committee – The selection process for teacher leadership roles will include a selection committee that includes teachers and administrators who shall accept and review applications for assignment or reassignment to a teacher leadership role and shall make recommendations regarding the applications to the superintendent of the school district.

Teacher Leader Percentage – The district will demonstrate a good-faith effort to attain participation by 25 percent of the teacher workforce in teacher leadership roles beyond the initial and career teacher levels.

Teacher Compensation – A teacher employed in a school district shall not receive less compensation in that district than the teacher received in the school year preceding implementation of the district's TLC plan.

Applicability – The framework or comparable system shall be applicable to teachers in every attendance center operated by the school district.